

# NORTH CAROLINA CAREER-BANDING PAY PLAN

January, 2006



*Last Updated March 10, 2006*

*Office of State Personnel*

*Thomas H. Wright  
State Personnel Director*

*North Carolina*  
***JOB FAMILY PAY BANDS***

<b>Job Family Name</b>	<b>Number of Classes</b>	<b>Minimum of Range</b>	<b>Maximum of Range</b>
<b>Administrative and Managerial</b>			
<b>Engineering and Architecture</b>			
<b>Human Services</b>			
<b>Information and Education</b>			
<b>Information Technology</b>	15	18,870	130,050
<b>Institutional Services</b>	6	17,957	77,156
<b>Law Enforcement &amp; Public Safety</b>	7	25,460	104,500
<b>Medical and Health</b>			
<b>Operations and Skill Trades</b>			
<b>Natural Resources &amp; Scientific</b>	4	20,112	95,000
<b>Total Classes/Total Range Spread:</b>	<b>32</b>	<b>17,957</b>	<b>130,000</b>

# NORTH CAROLINA STATEWIDE CAREER-BANDING PAY PLAN

## Institutional Services

*Building & Environmental Services Series*

*Click Title for Class Spec*

Code	Class	Minimum	CRR	JMR	ARR	Maximum
16785	Building & Environmental Technician	17,957	20,112	20,655	24,786	29,500
16786	Building & Environmental Supervisor	19,753	24,048	30,300	36,966	46,000
16787	Building & Environmental Manager	23,921	32,787	40,000	50,000	70,400

*Food Services Series*

*Click Title for Class Spec*

Code	Class	Minimum	CRR	JMR	ARR	Maximum
16788	Food Service Technician	17,957	20,112	20,655	23,134	29,500
16789	Food Service Supervisor	20,651	24,444	29,333	36,080	46,869
16790	Food Service Manager	24,800	29,436	35,912	50,277	77,156

*NORTH CAROLINA  
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*MARKET REFERENCE RATES*

**Institutional Services**

# NORTH CAROLINA STATEWIDE CAREER-BANDING PAY PLAN

## Information Technology

### *IT Business & Technology Applications Series*

*Click Title for Class Spec*

Code	Class	Minimum	CRR	JMR	ARR	Maximum
12233	Business & Technology Applications Technician	32,640	36,250	43,500	52,200	65,050
12234	Business & Technology Applications Analyst	37,740	48,750	58,500	70,200	87,050
12259	Business & Technology Applications Specialist	45,900	64,500	77,400	85,140	95,050

### *IT Operations and Systems Series*

*Click Title for Class Spec*

Code	Class	Minimum	CRR	JMR	ARR	Maximum
12205	Operations & Systems Technician	18,870	25,000	30,000	37,500	56,050
12207	Operations & Systems Analyst	37,740	42,500	51,000	61,200	77,550
12208	Operations & Systems Specialist	45,900	58,333	70,000	84,000	95,050

# NORTH CAROLINA STATEWIDE CAREER-BANDING PAY PLAN

## *IT Networking Series*

*Click Title for Class Spec*

Code	Class	Minimum	CRR	JMR	ARR	Maximum
12210	Networking Technician	20,400	36,250	43,500	52,200	65,050
12211	Networking Analyst	37,740	47,083	56,500	64,975	82,550
12232	Networking Specialist	45,900	56,667	68,000	78,200	95,050

## *IT Technology Support Series*

*Click Title for Class Spec*

Code	Class	Minimum	CRR	JMR	ARR	Maximum
12247	Technology Support Technician	20,910	27,250	32,700	39,240	43,550
12249	Technology Support Analyst	28,050	34,583	41,500	49,800	61,050
12264	Technology Support Specialist	37,740	45,417	54,500	65,400	79,550

# NORTH CAROLINA STATEWIDE CAREER-BANDING PAY PLAN

*IT Manager Series*

*Click Title for Class Spec*

Code	Class	Minimum	CRR	JMR	ARR	Maximum
12201	Information Technology Manager	36,720	54,167	65,000	78,000	100,050
12213	Information Technology Director	51,000	66,667	80,000	96,000	115,050
12217	Information Technology Executive	66,300	75,000	90,000	108,000	130,050

## MARKET REFERENCE RATES

### Information Technology

# NORTH CAROLINA STATEWIDE CAREER-BANDING PAY PLAN

## Law Enforcement and Public Safety

*Public Safety Series*

*Click Title for Class Spec*

Code	Class	Minimum	CRR	JMR	ARR	Maximum
15830	Public Safety Officer	26,460	29,643	33,200	39,176	49,350
15836	Public Safety Supervisor	33,810	41,156	46,095	54,392	64,250
15838	Public Safety Director	41,160	48,469	54,285	64,056	75,950

*Law Enforcement Series*

*Click Title for Class Spec*

Code	Class	Minimum	CRR	JMR	ARR	Maximum
15966	Law Enforcement Agent	31,500	35,714	40,000	46,000	55,000
15970	Law Enforcement Supervisor	39,000	47,273	52,000	59,800	70,500
15974	Law Enforcement Manager	46,500	54,132	65,500	75,325	86,000
15976	Law Enforcement Director	59,500	70,000	84,000	96,600	104,500



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*MARKET REFERENCE RATES*

**Law Enforcement and Public Safety**

*Market: Triangle MRR*

*Initial User: NCSU*

<b>Code</b>	<b>Class</b>	<b>Minimum</b>	<b>CRR</b>	<b>JMR</b>	<b>ARR</b>	<b>Maximum</b>
15830	Public Safety Officer	25,200	<b>34,643</b>	<b>38,800</b>	<b>45,784</b>	49,300
15836	Public Safety Supervisor	32,000	<b>45,625</b>	<b>51,100</b>	<b>60,298</b>	64,200
15838	Public Safety Director	39,200	<b>54,464</b>	<b>61,000</b>	<b>71,980</b>	75,900

# NORTH CAROLINA STATEWIDE CAREER-BANDING PAY PLAN

## Natural Resources & Scientific

*Research Series*

*Click Title for Class Spec*

Code	Class	Minimum	CRR	JMR	ARR	Maximum
12501	Research Technician	20,112	27,791	31,960	39,950	45,000
12502	Research Specialist	30,000	37,765	43,430	54,288	69,700
12503	Research Operations Manager	35,650	43,409	49,920	62,400	80,100
12516	Research Operations Director	42,100	52,033	59,838	74,798	95,000

## MARKET REFERENCE RATES

### Natural Resources & Scientific

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